

MEMORANDUM OF AGREEMENT
BY AND BETWEEN
KING COUNTY DEPARTMENT OF ADULT AND JUVENILE DETENTION AND
UNIFORMED COMMAND ASSOCIATION
Regarding Re-Entering Career Service

This Memorandum of Understanding is entered into by the Uniformed Command Association (the "Association") and the King County Department of Adult and Juvenile Detention (the "Department").

I. RECITALS

1. The Parties have entered into a collective bargaining agreement effective from January 1, 2006 to December 31, 2008.
2. Due to vacancies in the Captains' ranks, and other staffing requirements, the parties wish to agree to modification of re-entry rights contained in the collective bargaining agreement, to be effective for the term of the collective bargaining agreement.

II. AGREEMENT

In consideration of the above, NOW, THEREFORE, the parties agree to the following:

1. **Employees who have not passed probation:** An employee who has not passed probation and who accepts a transfer or promotion to a position exempt from Career Service within the Department of Adult and Juvenile Detention shall be allowed to re-enter career service at a position in his/her previous classification, or a similarly compensated classification as a result of any forced or willful demotion or reduction in force PROVIDED THAT NO OTHER EMPLOYEE shall be displaced from their position as a result and that the employee re-entering career service must complete a full probationary period. Employees appointed to Career Service exempt positions within the Department of Adult and Juvenile Detention pursuant to this Memorandum of Agreement will continue to accrue seniority for purposes of Article 19 of the Collective Bargaining Agreement.
2. **Step placement upon re-entering career service:** An employee who re-enters career service pursuant to this Article 19 of the collective bargaining agreement or this Memorandum of Agreement, shall be placed at a step on the relevant pay range consistent with contractual requirements and personnel guidelines for reinstatement (in the case of employees who had passed probation prior to promotion or transfer) or initial hire (in the case of employees who had not passed probation prior to promotion or transfer).

3. Any Captain who transfers or promotes to a position exempt from Career Service within the Department of Adult and Juvenile Detention must remain a member in good standing of the Uniformed Command Association, as defined by the Association, in order to be eligible for the benefits provided in this Article 19.
4. **Duration of Agreement:** This Memorandum of Agreement remain in effect until one year from the expiration of the current collective bargaining agreement or until superseded by a successor collective bargaining agreement, whichever comes first.

For the Uniformed Command Association:

Captain Christopher Boone, President
Uniformed Command Association

Date

For King County:

Reed Holtgeerts, Director
King County Department of Adult and Juvenile
Detention

Date

For King County:

Claudia M. Balducci, Labor Negotiator
King County Department of Executive Services

Date